

# Final Agenda for General Assembly 2026

*Prepared by the UUA Board of Trustees – May 2026*

The Final Agenda includes the following items for delegates to discuss and vote on at General Assembly 2026 (GA), per UUA Bylaws Section 4.14:

- Rules of Procedure
- Business Resolution – UUA Task Force on Ministerial Fellowship Committee Policies and Rules for Interim and Developmental Ministers
- Bylaw Amendment – Authority to Suspend or Place a Minister’s Search on Hold
- Photos and Statements of UUA Board, Committee, and Commission Candidates Running for Election

Also included in this packet is the order of business. Note that other types of business items, such as Actions of Immediate Witness, may be added to the Final Agenda during GA.

## Voting

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Delegates will vote on Final Agenda items through the online Delegate Platform, which will verify their credentials. To access the Delegate Platform, delegates can use an electronic device, such as a computer, tablet, or smartphone. During GA, after the conclusion of each general session, there will be a ballot link available on the Delegate Platform with the items up for discussion. The ballot will open after each General Session has ended and remain open until the date and time indicated in the Rules of Procedure, or later if extended by the Moderator. If voting is required for a mini assembly prior to GA, the ballot will open after the mini-assembly and remain open until twenty-four hours after it ends. All delegates may vote on all ballots, regardless of whether they attended the General Session or mini assembly when the item was discussed.

## Amendments and Mini Assemblies for Regular Business Items

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Delegates may submit amendments to items on the final agenda through the amendment submission form via the Delegate Platform (UUA Bylaws Rule 4.18.5).

Each delegate may submit no more than one amendment for each of the regular business items, inclusive of amendments for the Rules of Procedure, the Bylaw Amendment, and the Business Resolution. ***Amendments for these items must be submitted by 11pm ET on May 20, 2026.***

## GENERAL SESSION I

*Sunday, June 14, 2026*

- Call to Order
- Welcome
- Business Review and Voting Process
- Presenting the Rules of Procedure
- Introduction of GA Care Teams
- Introduction of Reports
- Process Observation
- Closing Words
- Announcements and Recess

## GENERAL SESSION II

*Monday, June 15, 2026*

- Call to Order
- Opening Words
- Update on the Results of the Ballot from General Session I, Election Results, and Preliminary Credentials Report
- Update from the GA Care Teams
- Meet the Moment Programming at GA 2026
- Music
- Discussion: Business Resolution – UUA Task Force on Ministerial Fellowship Committee Policies and Rules for Interim and Developmental Ministers
- Break
- Discussion: Bylaw Amendment – Authority to Suspend or Place a Minister’s Search on Hold
- Process Observation
- Closing Words
- Announcements and Recess

## GENERAL SESSION III

*Monday, June 15, 2026*

- Call to Order
- Opening Words
- Update on the Results of the Ballot from General Session II
- Executive Officers’ Report
- Music
- Final Discussion: Business Resolution – UUA Task Force on Ministerial Fellowship Committee Policies and Rules for Interim and Developmental Ministers (as amended)
- Commission on Social Witness Admits 3 Actions of Immediate Witness to the Final Agenda
- Process Observation
- Closing Words
- Announcements and Recess

## GENERAL SESSION IV

*Tuesday, June 16, 2026*

- Call to Order
- Opening Words
- Update on the Results of the Ballot from General Session III
- Update from the GA Care Teams
- Co-Moderators' Report
- Bylaws Renewal Team Report
- Music
- Final Discussion: Bylaw Amendment – Authority to Suspend or Place a Minister's Search on Hold (as amended)
- Break
- Discussion: Actions of Immediate Witness
- Process Observation
- Closing Words
- Announcements and Recess

## GENERAL SESSION V

*Tuesday, June 16, 2026*

- Call to Order
- Opening Words
- Update on the Results of the Ballot from General Session IV
- Responsive Resolutions and Budget Motions
- Final Credentials Report
- Final Report from the GA Care Teams
- President's Volunteer Service Award
- Music
- Angus H. MacLean Award for Excellence in Religious Education
- Award for Distinguished Service to the Cause of Unitarian Universalism
- Installation of Newly-Elected Leaders
- Invitation to GA 2027
- Process Observation
- Recognition of All Who Make GA Possible
- Closing Words and Adjournment of the Business Sessions
- Music

# Rules of Procedure

## PURPOSE

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The goals of the Rules of Procedure are to ensure that:

- Decisions are based on the will of the majority in accordance with UU values, principles, UUA Bylaws and rules. Delegates have the chance to express a range of opinions as part of the decision-making process.
- Delegates know how they can participate in business discussions and voting at General Assembly in a respectful, transparent, and inclusive way.
- Business discussions are predictable, accessible and smooth, making the best use of everyone's time.

These Rules of Procedure apply to every item on the Final Agenda. They include separate rules for items that may be added to the Final Agenda during General Assembly. They do not apply to UUA elections, which are governed by separate rules.

As used in these Rules of Procedure, the term "Moderator" applies to any individual or team who is appointed by the Board of Trustees to lead or facilitate the business discussion process, unless otherwise specified.

## RULE 1: ADOPTING AND CHANGING THESE RULES OF PROCEDURE

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The first thing the General Assembly must do is adopt these Rules of Procedure. The Assembly will do this after the first General Session. Delegates may not debate or amend the Rules of Procedure before they are adopted. The Rules of Procedure require a 2/3 majority vote to be approved.

Delegates may propose changes to the Rules of Procedure through a mini assembly prior to General Assembly. If any proposed changes to the Rules of Procedure receive sufficient support at a mini assembly prior to General Assembly (per UUA Rule 4.18.5), they may be considered after the initial vote to adopt the Rules of Procedure. Once initially adopted, the Rules of Procedure require a 4/5 majority vote to be changed.

## RULE 2: FINAL AGENDA AND ORDER OF BUSINESS

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The Final Agenda is set by the Board of Trustees, and the UUA Bylaws define how items can be added to the agenda. All business items listed on the Final Agenda which require a vote will be scheduled for discussion during a General Session. The Board of Trustees or the Commission on Social Witness will introduce each item of business. The items of business on the Final Agenda may include:

- Proposed business resolutions
- Proposed changes to a Bylaw or Bylaw G-Rule
- Actions of Immediate Witness
- Other motions added during General Assembly.

### Role of the Moderator

The flow of discussion will be managed and led by a Moderator. The Assembly will consider the items on the Final Agenda in the order listed on that agenda. The Moderator decides the order in which amendments to items on the Final Agenda may be discussed.

## RULE 3: VOTING AND COUNTING VOTES

At least 300 accredited delegates representing at least 100 congregations located in at least 10 states or provinces must be present for discussion and voting to begin at General Assembly. When this is true, the Assembly has a “quorum,” per UUA Bylaws Section 4.10. Delegates participate in discussion and voting through the on-line delegate platform. They must log into the delegate platform to receive their credentials, which allows them to access the ballots and other key links, and to be counted towards the quorum.

Delegates must vote on an electronic device, such as a computer, tablet, or smartphone, which can access the delegate platform. The Secretary may approve any other method needed to meet any accessibility requirements for delegates to participate.

### Ballot Time Limits

After each of General Sessions I, II, III, IV, and V, there will be a ballot on the delegate platform which lists the items on which delegates will vote. Each item on these ballots will be scheduled for discussion during that general session (if discussion is needed). The ballot will open for voting once the general session has ended and close on the dates and times listed below.

Date	General Session	Date/Time Voting Opens	Date/Time Voting Closes
Sunday, June 14 <sup>th</sup>	I	Sunday, June 14 <sup>th</sup> — 6pm ET / 5pm CT / 4pm MT / 3pm PT / 2pm AT / 12pm HT	Monday, June 15 <sup>th</sup> — 9am ET / 8am CT / 7am MT / 6am PT / 5am AT / 4am HT
Monday, June 15 <sup>th</sup>	II	Monday, June 15 <sup>th</sup> — 3pm ET / 2pm CT / 1pm MT / 12pm PT / 11am AT / 10am HT	Monday, June 15 <sup>th</sup> — 4pm ET / 3pm CT / 2pm MT / 1pm PT / 12pm AT / 11am HT
Monday, June 15 <sup>th</sup>	III	Monday, June 15 <sup>th</sup> — 6:30pm ET / 5:30pm CT / 4:30pm MT / 3:30pm PT / 2:30pm AT / 1:30pm HT	Tuesday, June 16 <sup>th</sup> — 9am ET / 8am CT / 7am MT / 6am PT / 5am AT / 4am HT
Tuesday, June 16 <sup>th</sup>	IV	Tuesday, June 16 <sup>th</sup> — 3pm ET / 2pm CT / 1pm MT / 12pm PT / 11am AT / 10am HT	Tuesday, June 16 <sup>th</sup> — 4pm ET / 3pm CT / 2pm MT / 1pm PT / 12pm AT / 11am HT
Tuesday, June 16 <sup>th</sup>	V	Tuesday, June 16 <sup>th</sup> — 6:30pm ET / 5:30pm CT / 4:30pm MT / 3:30pm PT / 2:30pm AT / 1:30pm HT	Wednesday, June 17 <sup>th</sup> — 9am ET / 8am CT / 7am MT / 6am PT / 5am AT / 4am HT

All business items and amendments requiring discussion may only be voted on if they have been discussed in a General Session within the discussion time limit. The Moderator may extend the ballot’s voting time limit if they determine it is essential for the business of the Assembly. The results will be available online promptly after voting has closed.

The UUA Bylaws or these Rules of Procedure specify the percentage of affirmative votes needed for an item of business to pass. Only votes for and against a business item will be counted towards the percentage needed to pass.

The Moderator may ask for a straw poll on any question. Straw polls are not official votes; they are tools to help the Moderator understand how delegates are currently feeling or thinking.

# Rules of Procedure

Delegates may not make any motion which is not specified under these Rules of Procedure, such as a proposal to table (postpone), reconsider, move the previous question (end discussion), suspend the rules, extend debate, or take any other action related to a business item, unless the Moderator determines it is in the best interest of the General Assembly to consider such a motion.

## **RULE 4: MINUTES**

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The UUA Recording Secretary, Governance Manager, and Legal Counsel draft the minutes of the General Assembly General Sessions, which are the official record of the decisions made. The Board of Trustees will approve the minutes at a future Board meeting.

## **RULE 5: AMENDMENTS TO REGULAR BUSINESS ITEMS**

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Amendments to items on the regular business agenda must be submitted in writing for consideration at the mini assembly held prior to General Assembly, in accordance with the UUA Bylaws and Rules. Delegates may submit amendments through the mini assembly process. Administrative deadlines may be established in advance to support the collection and distribution of proposed amendments. Amendments will be compiled and shared with delegates. The Moderator, in consultation with appropriate advisors, will determine which amendments are scheduled for discussion and vote at General Assembly. Amendments considered by the General Assembly will be considered before the item they amend, unless incorporated into the final text of that item. Amendments require a two-thirds (2/3) majority vote to be affirmed.

Items added to the Final Agenda during General Assembly, including Actions of Immediate Witness, Budget Motions, and Responsive Resolutions, may not be amended, except for technical amendments as determined by the Moderator.

## **RULE 6: HOW TO PARTICIPATE IN DISCUSSIONS**

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Delegates can discuss a business item during the General Session by joining one of the two lines for speakers, and can speak when they are recognized by the Moderator. Tellers designated by the Board of Trustees will monitor each line.

### **Pro and Con Lines**

1. The first line is called the Pro Line. If a delegate wants to speak in favor of the item being discussed, they can join the Pro Line.
2. The second line is called the Con Line. If a delegate wants to raise a concern about the item being discussed, they can join the Con Line. Only concerns that would prevent the delegate from voting in favor of the item being discussed are allowed in the Con Line.

Each delegate may speak only once in the Pro or Con Line on an item of business until everyone else who wants to speak has had the opportunity to do so.

The Moderator will decide if a comment is appropriate, or “in order,” for each line. The Moderator may also allow other miscellaneous comments if the Moderator thinks it would be helpful to the Assembly.

### **Information Desk**

Delegates may ask clarifying questions during a general session or raise a procedural concern at the Information Desk. Tellers can relay issues raised at the Information Desk to the Moderator so they can be addressed.

## Progressive Stack

Tellers will use progressive stack in determining the order of delegates joining the queue to speak in the pro or con line. Progressive stack is a technique used to give those with marginalized identities a greater chance to speak. To use progressive stack, at least the first two speaking slots for discussion in both the pro and con lines will be reserved for delegates who are Black, Indigenous, People of Color, disabled, fat, transgender or nonbinary, or delegates with otherwise marginalized identities. Delegates who want to participate via progressive stack must notify the tellers when they join a speaking line.

## RULE 7: ROLE OF PROCESS OBSERVERS DURING DISCUSSIONS

The Moderator may appoint process observers to support constructive, respectful, and inclusive conversation during General Assembly business sessions, and to help the process reflect the Association’s democratic and liberatory values. Process observers may offer observations, feedback, or recommendations at times in formats determined by the Moderator.

## RULE 8: TIME LIMITS FOR DISCUSSION

There will be a time limit for each item scheduled for discussion during a general session. The Moderator may make small changes to these time limits to help the meeting move smoothly and remain within the agenda, or to make an ability-based accommodation.

- During discussion time, delegates may speak on the item up for discussion from the Pro or Con line for up to 2 minutes and 15 seconds when it is their turn. This time will be inclusive of a personal introduction (name, congregation, pronouns, and very brief physical description).
- The only time that counts against the discussion time limit is when someone is speaking from the Pro or Con Line. Time spent by members of the Board of Trustees or Commission on Social Witness explaining the business being discussed does not count against the time limit.
- The Moderator will try to divide the time between Pro and Con speakers equally and will alternate between speakers in the Pro and Con lines.

## Time Limits

Individual items included on the Final Agenda have individual time limits specific to those items. Items which may change after the publication of the Final Agenda, such as amendments to regular business items, have an overall time limit for all items of that type. For item types with an overall time limit, sponsors will have up to 2 minutes and 15 seconds to present their submissions.

Item	Discussion Time Limit	General Session
Regular business item, e.g. business resolution (individual)	35 minutes	II
Amendments to regular business items (overall)	35 minutes	III & IV
Action of Immediate Witness, once added to the final agenda (individual)	35 minutes	IV
Responsive Resolutions & Budget Motions (overall)	20 minutes	V

If time for an item scheduled on the agenda is not needed, the Moderator may choose to add unused time to the overall discussion time limit of another item in the same General Session.

Note: The process to admit AIWs to the business agenda is defined in Rule 11.

# Rules of Procedure

## Close of Discussion

Discussion on a business item ends when the time limit is up, or when no one is waiting to speak in either the Pro or Con lines. The Moderator may end the discussion before the time limit if one of the Pro or Con lines has no one waiting to speak.

## RULE 9: BUDGET MOTIONS

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A Budget Motion is a request to consider a change in the amount of money proposed to be spent in an area of the UUA operating budget. Any motion to spend more money in one area must also say which area(s) of the budget would receive less money, equal to the amount of the requested increase. All Budget Motions must include a title, and text of up to 200 words explaining the requested change. The UUA Financial Secretary, Treasurer, Co-Financial Advisors, or other officers may provide commentary to delegates on any Budget Motion. Budget Motions will be reviewed by the UUA Board of Trustees to ensure the proposed motion meets the requirements stated above (see UUA Bylaws Rule 10.1.4). These motions are non-binding.

A discussion about the budget for 2026–2027 will take place on Monday, June 15, 2026, at 7:30pm ET / 6:30pm CT / 5:30pm MT / 4:30pm PT / 3:30pm AT / 2:30pm HT. Any delegate can submit a Budget Motion to be added to the Final Agenda, and all submissions must be made in writing. Delegates may submit Budget Motions through a form on the delegate platform. Budget Motions will be reviewed by UUA Legal Counsel to ensure they meet the qualifications for consideration.

The deadline to submit 2026–2027 Budget Motions is 7:00pm ET / 6:00pm CT / 5:00pm MT / 4:00pm PT / 3:00pm AT / 2:00pm HT on Sunday, June 14, 2026. Budget Motions require a 2/3 majority vote to be affirmed.

## RULE 10: RESPONSIVE RESOLUTIONS

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Per UUA Bylaw Rule 4.16.2:

*Responsive resolutions are brief, advisory statements that express the sentiment of the delegates. They must be in response to a substantive portion of a report by an officer or committee reporting to a regular General Assembly. Responsive resolutions are not binding and do not set policy for the Association. They may not act as a substitute for other types of business items, such as business resolutions, budget motions, study/action issues, bylaw amendments, or actions of immediate witness. The Moderator will determine whether a proposed responsive resolution may be added to the final agenda under this rule.*

Any delegate can submit a Responsive Resolution to be added to the Final Agenda, and all submissions must be in writing. All Responsive Resolutions must include a title and body text of up to 200 words.

Delegates may propose Responsive Resolutions through the form on the delegate platform. The deadline to submit Responsive Resolutions is 4:00pm ET / 3:00pm CT / 2:00pm MT / 1:00pm PT / 12:00pm AT / 11:00am HT on Tuesday, June 16, 2026. Responsive Resolutions require a 2/3 majority vote to be affirmed.

## RULE 11: ACTIONS OF IMMEDIATE WITNESS (AIWs)

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An Action of Immediate Witness (AIW) is, per Bylaw 4.16(b), a statement about a significant action, event, or development in the world that needs immediate engagement and action from UU member congregations and groups. The process for submitting an AIW, including criteria for eligibility, is set by the Commission on Social Witness (CSW) and published online: <https://www.uua.org/action/process/aiw>.

Per the UUA Bylaws, up to three AIWs can be considered by the General Assembly to be added to the Final

Agenda. If more than three proposed AIWs are eligible, the proposers of each potential AIW will have 2 minutes and 15 seconds to speak in favor of their AIW. The first AIW vote will determine which 3 AIWs will be placed on the Final Agenda.

## Discussion and Voting on AIWs

Delegates must vote on whether to add each proposed AIW to the Final Agenda in order to discuss and consider it, per Bylaws Section 4.16.

- Only AIWs that have been put forward by the CSW through its selection process may be admitted to the final agenda.
- The sponsor of each proposed AIW has 2 minutes and 15 seconds to speak in favor of it before the Assembly votes to admit it to the Final Agenda.
- The motion to add a proposed AIW to the Final Agenda is not otherwise debatable and requires a 2/3 majority vote to be affirmed.
- If the motion to admit fails, the AIW will not be considered.

Delegates will discuss and vote separately on each AIW which is admitted to the final agenda. AIWs require a 2/3 majority vote to be affirmed.

## RULE 12: QUESTIONS OF PROCEDURE

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If there is a question about how these rules should be interpreted, the Moderator will consult with the Legal Counsel and Parliamentarian. If these Rules of Procedure and the Bylaws and Rules of the UUA are in conflict, the Bylaws and Rules of the UUA take precedence. If these Rules of Procedure do not address an issue that arises, the Bylaws and Rules of the UUA will be the basis of any decision.

## RULE 13: END OF BUSINESS

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The final business session of General Assembly 2026 ends at 6:30pm ET / 5:30pm CT / 4:30pm MT / 3:30pm PT / 2:30pm AT / 1:30pm HT on Tuesday June 16, 2026. If there is discussion regarding submitted budget motions or responsive resolutions during General Session V, voting for those will begin immediately following the conclusion of General Session V at 6:30pm ET / 5:30pm CT / 4:30pm MT / 3:30pm PT / 2:30pm AT / 1:30pm HT on Tuesday, June 16, 2026, and will end at 9am ET / 8am CT / 7am MT / 6am PT / 5am AT / 4am HT on Wednesday, June 17, 2026. If there is a ballot for General Session V, delegates will be notified of the results of the final ballot from General Session V on Wednesday, June 17, 2026 via email.

# PROPOSED BUSINESS RESOLUTION

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## UUA Task Force on Ministerial Fellowship Committee Policies and Rules for Interim and Developmental Ministers

- 1     **PURPOSE:** This proposal asks the Unitarian Universalist Association (UUA) to charge a task force  
2     with recommending updates to Ministerial Fellowship Committee (MFC) policies and rules for Interim  
3     and Developmental Ministers.
- 4     **BE IT RESOLVED** that the Board of Trustees of the Unitarian Universalist Association (UUA) shall  
5     establish a task force to:
- 6     (a)     review the policies and rules relating to Interim and Developmental Ministers, and
- 7     (b)     make any recommendations to the Ministerial Fellowship Committee (MFC) for  
8     modifications to the policies and rules relating to Interim and Developmental Ministers.
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**PROPOSER:** Ed Klein of First Parish Brewster Unitarian Universalist in Brewster, MA

### REFERENCES:

- [Ministry Search Handbook](#): the unified guide to transitional and settled ministry searches
- [Unitarian Universalist Association Bylaws and Rules](#)
- [UUA Rules and Policies of the Ministerial Fellowship Committee](#)

# PROPOSED BYLAW AMENDMENT

## Authority to Suspend or Place a Minister’s Search on Hold

**PURPOSE:** This proposal is for amendment of the Unitarian Universalist Association (UUA) Bylaws and Rules, Article XI Ministry, Section 11.5. Termination of Fellowship and Administrative Suspension, to limit the authority to place a minister on hold from settlement, interim, or contract searches to the Ministerial Fellowship Committee (MFC) or Board of Trustees (BoT).

**TEXT OF PROPOSED AMENDMENT:** Section 11.5 of Article XI of the Bylaws shall be amended by adding the following sentence at the end, stating:

9 “Notwithstanding Bylaw Section 11.2 that reserves to the Board of Trustees the exclusive power  
10 to approve proposed rules of the Ministerial Fellowship Committee governing ministerial  
11 fellowship, the Ministerial Fellowship Committee shall have the exclusive authority to suspend or  
12 place a minister’s search on hold, and may establish policies and rules to effectuate this authority.”

**IMPACTED RULES:** UUA Rules and Polices of the Ministerial Fellowship Committee, Section 22, Administrative Hold from Settlement:

*When a minister experiences conflict or a difficult parting with a congregation or other institution, UUA Ministries and Faith Development Staff Group or Congregational Life staff (collectively, “MFD or CL staff”) may refer that minister to participate in a process of assessment by the UUA review team. MFD or CL staff may also refer ministers who show a pattern of conflicted ministries and/or inability to maintain positive congregational, collegial, staff, and/or community relations for a process of assessment by the UUA Review Team. MFD or CL staff have the right to place the minister on hold from settlement until the assessment process has been concluded, or for a period of not more than three years.*

**EXISTING BYLAWS TEXT** Article XI, Section 11.5:

1417 *The fellowship of a minister may be terminated by the Ministerial*  
1418 *Fellowship Committee for unbecoming conduct, incompetence or*  
1419 *other specified cause. Full fellowship may be terminated only after*  
1420 *notice by the Committee and opportunity for a Fellowship Review*  
1421 *before the Committee. During an investigation or the pendency of a*  
1422 *complaint, the Ministerial Fellowship Committee may suspend a*  
1423 *minister until a final determination can be made on the minister’s*  
1424 *fellowship status.*

**PROPOSER:** Ed Klein of First Parish Brewster Unitarian Universalist in Brewster, MA

**REFERENCES:**

- [Unitarian Universalist Association Bylaws and Rules](#)
- [UUA Rules and Policies of the Ministerial Fellowship Committee](#)

## Candidates for Election

### Board of Review (7-Year Term; vote for one)

#### Denise Rimes



The role of ministry and other credentialed leadership in congregations and our association are critical to the organic health and growth of our movement. Healthy relationships in congregations and affiliated organizations are part of the bedrock of spiritual direction, religious education, and the upholding of our values. When a leader comes to the Board of Review, they have exhausted all their other options within our movement, and ensuring that they have been given full opportunities to be heard is key to all the things that we hold dear and mentioned above. Denise Rimes sees this work as a key element of stable cleric leadership. She has had the opportunity to see power that has been abused by religious leaders, and the outcomes wreak havoc on congregations. Decisions related to those cases are critical to the congregations and individuals who are impacted by them.

#### Rev. Abbey Tennis



Rev. Abbey Tennis (she/her) serves as Lead Minister at the First Unitarian Church of Philadelphia. Abbey is passionate about ministry centered in justice and love, working against oppression and for multi-faith, multi-racial, and multi-generational community. A life-long UU, Abbey was a lay leader for fifteen years prior to entering the ministry, serving as a youth on the UUA Board of Trustees, working in the UUA's Youth Office, and as a member of the continental UU Ministerial Fellowship Committee. In addition to First Unitarian Church of Philadelphia, Abbey has served the First Unitarian Church of Oakland, CA, and All Souls Church in Washington, D.C. congregations, as well as serving Starr King School for the Ministry as Interim Director of Advancement. Her previous career included climate change policy work and professional facilitation. Abbey holds an MDiv from Starr King School for the Ministry, MBA from UMass Boston, and BA from Oberlin College. Abbey lives in West Philly with her partner Kai, their kiddos Nova and Robin, and their 2 cats, Mr. Bayard Rustin and Ludo.

### Board of Trustees (Position #1; 3-year term; vote for one)

#### Gail Forsyth-Vail



Gail Forsyth-Vail was appointed to the UUA Board of Trustees in September 2025, and is now seeking your vote for election to a full term on the Board. After a long career as a congregational religious educator, Gail was a member of the UUA staff until retirement. She is a Credentialed Religious Educator, Leadership Level, and was the recipient of the 2007 Angus H. MacLean Award for Excellence in Religious Education. Gail is an active congregant at the North Parish of North Andover, MA, where she served as Board Chair and as a longtime member of the Racial Justice Team. She is part of a team leading "Mosaic" with youth and Co-Chair the Worship Committee. She co-teaches the UU Faith Development class at Harvard Divinity School and co-convenes the Life Member Chapter of the Liberal Religious Educators Association. In Georgetown, MA, where she lives, she is an elected member of the Housing Authority. Together, she and her spouse, Stephen, have three adult children and four lively and curious grandchildren who are part of the faith development program at their UU congregation. Gail promises to bring to the Board a strong commitment to local congregations and to what is possible when those congregations support one another and our values. Our UUA makes real the notion that we are "stronger together," with a positive impact on those within our faith communities and on the world beyond. She asks for your vote as we face a future filled with emerging possibilities for our Unitarian Universalist faith movement.

## Board of Trustees (Position #2; 3-year term; vote for one)

### Chloe Ockey



Our Unitarian Universalist faith calls Chloe to live more fully into its commitments to justice, compassion, and collective care. She is honored to offer her candidacy for the Board of Trustees of the Unitarian Universalist Association. Chloe Ockey currently serves as Director of Congregational Life at the Unitarian Universalist Congregation of Rockville in Maryland. In this role she supports lay leaders, strengthens connections among congregants, and helps develop systems that allow congregational life to flourish. Her work sits at the intersection of communication, organizing, and pastoral care—bringing people together around shared values and helping translate those values into meaningful action. Earlier in her career Chloe worked at the Unitarian Universalist Church of Fresno in communications and media, using storytelling and digital engagement to lift up justice issues and connect people to our work. Across these experiences she has come to see how vital strong communication, leadership development, and relational networks are to the health of our congregations and our wider movement. If elected, she would bring to the Board a perspective grounded in congregational life and shaped by the experiences of younger generations of Unitarian Universalists. She believes our Association is strongest when we invest in congregational vitality, empower emerging leaders, and deepening our collective commitment to justice. Chloe would be honored to help guide our Association with transparency, collaboration, and a long-term vision for a thriving Unitarian Universalist future.

## Board of Trustees (Position #4; 3-year term; vote for one)

### Rev. Dr. Oscar Sinclair



The Rev. Dr. Oscar Sinclair was appointed to the UUA Board of Trustees in September 2025, and is now seeking your vote for election to a full term on the Board. Oscar is the Senior Minister of Unity Church – Unitarian in Saint Paul, Minnesota. From 2017-2024 he served as senior minister of the Unitarian Church of Lincoln Nebraska. While in Lincoln he and the congregation helped to found Justice in Action, a grassroots coalition of faith communities working on housing and criminal justice reform. In the Twin Cities, the work of finding authentic Unitarian Universalism is the context of relationship with partners in the community continues, particularly as “neighboring” has emerged as a verb and living theology during Minnesota’s winter of 2026. Oscar is a graduate of Wesley Theological Seminary in Washington DC (M.Div, 2016, D.Min, 2023) and Saint Mary’s College of Maryland (BA, 2008). His doctoral work focused on adaptive congregational leadership in times of stress, including the use of oral history as a tool to process and heal communal trauma in the aftermath of the COVID-19 pandemic. As a young adult, Oscar served as a United States Peace Corps Volunteer in the Kingdom of Lesotho, living into Sargent Shriver’s charge for Peace Corps to create “practical idealists” who integrate hard skills with a desire to build and see the Beloved Community. Oscar is married to Stacie Sinclair, Associate Director for Policy and Care Transformation at the Center to Advance Palliative Care. Together they live with their daughter Ailish and Black Lab, Teddy (Theophilus) Magoo.

## Board of Trustees (Position #5; 3-year term; vote for one)

### Terry Grim

This candidate was nominated by the UUA Nominating Committee to serve a 3-year term in Position #5 of the UUA Board of Trustees.



Terry Grim is honored to be nominated by the Nominating Committee to serve as a Trustee on the UUA Board of Directors.

Growing up in diverse communities across multiple countries, Terry experienced firsthand the deep interconnectedness of life and the many ways people live and believe. Those early experiences shaped her enduring commitment to the dignity and worth of every person and led her to Unitarian Universalism, where she found a true spiritual home.

For thirty-four years as a member of Bay Area Unitarian Universalist Church, she has served in a wide range of leadership roles, including President, Vice President, and Treasurer of the Board, and chair of numerous committees and teams. She remains actively engaged as a Worship Associate, choir member, mentor, and participant in ministries and social justice efforts.

Terry's professional path reflects a lifelong focus on understanding change and helping organizations navigate it. With academic grounding in computer science, future studies, and organizational psychology, she spent thirty years at IBM in strategic, management, and technical roles. She later taught Foresight at the University of Houston and founded a consulting practice serving associations and organizations. She has also served on the Board of the Association of Professional Futurists and chaired the development of its Code of Ethics.

Across all of Terry's work, she has been committed to creating inclusive environments where diverse voices are heard and valued, because both organizations and communities are stronger when everyone can participate fully.

Terry believes our faith calls us to imagine the future boldly, care deeply for one another, and act courageously for justice. She is inspired by the opportunity to help the UUA meet this moment, bringing her deep love for our faith, her ability to connect across difference, and her training and experience helping people come together to envision and build a better future.

### Larry Ladd

This candidate submitted a petition, which was approved by the Secretary, to serve a 3-year term in Position #5 of the UUA Board of Trustees.



As a child in the late 1950s, Larry occasionally attended services at the First Unitarian Church of Providence, where his aunt and uncle were members. Up front was Bill Jones, the assistant minister who was of African descent. Larry didn't know how unusual that was, even as he returned back to his white congregation in Grafton, MA. Bill Jones never served another congregation after Providence, his experience being, in a subtle word of the times, "disappointing."

Today, that white congregation in Grafton, where Larry grew up, is celebrating the tenth anniversary of the ministry of a minister born of Haitian immigrants. And Bill Jones stayed in ministerial fellowship with the UUA, had a successful academic career, wrote the book "Is God A White Racist? A Preamble to Black Theology," and went on to serve on the UUA Board and receive the Award for Distinguished Service to Unitarian Universalism.

Stories like these make Larry optimistic that Unitarian Universalism can become the liberating faith its theology promises. He has devoted much of his volunteer time to that promise. "I'm not done yet," he says.

We know the future that we seek. We don't agree on how to get there. We do know that it requires optimism, care, persistence and focus, characteristics Larry has demonstrated throughout his volunteer career in Unitarian Universalism.

Larry's spiritual practice is grounded in the UU Fellowship of Falmouth, MA. A former president, he recently chaired its ministerial search committee. He is a welcoming greeter, the chair of the denominational affairs committee, and an occasional preacher. UU Falmouth has been an honor congregation with the UUA since that designation was created.

He has served Unitarian Universalism since he became a youth leader and anti-racist activist, including three terms as UUA Financial Advisor, chairing the board of Meadville Lombard Theological School, and advising the Starr King School for the Ministry.

The UUA board needs the stability and the institutional knowledge Larry will bring. When its two longest serving members complete their six years of service this June, the remaining nine members will have an average of 2.3 years of service each. Four of the nine will have completed one year or less. You can't make change if you are busy trying to figure out how things work.

The theme of his candidacy is "Liberate Unitarian Universalism," a bombastic assertion but also an optimistic one. The Commission on Institutional Change described our governance as overly complex and as frustrating to volunteers. It gives many people authority to stop change but offers few channels to more fully live out our mission. Larry knows that culture well and will encourage its transformation. Because of his experience within the culture, he can start right away to help change it.

Professionally, Larry has been a leader, board member, or consultant with a wide variety of not-for-profit organizations. Those entities include Harvard, Tuskegee University, Consumer Reports, Girl Scouts USA, Rotary International, and the Woods Hole Oceanographic Institution. His expertise, in governance, finance, and strategy, is needed by the UUA.

He will be grateful for your vote and will work to earn your continued trust.

## Commission on Appraisal (5-year term; vote for one)

### Peter Mather



Pete Mather is a member and officer at the Unitarian Universalist Fellowship of Athens, OH, and is enrolled in graduate studies at Methodist Theological School in Ohio (MTSO), where he is a member of the Unitarian Universalist House of Worship, focusing his studies on Unitarian Universalist history and theology. His interests and strengths are aligned with the work of the Commission, as his full-time occupation is a professor in a Higher Education and Student Affairs graduate program at Ohio University. In his role as a tenured faculty member, he maintains an active research and publication record, and has published research articles and edited and co-authored books. The focus of his research has been in the area of transformative educational practices and transformative higher education

institutional leadership. In the context of Unitarian Universalism, Pete imagines applying the types of methods of inquiry and his interest in transformative education to collaborate with others in generating and uncovering important questions for our faith community. At a time when there are powerful social counter movements to our values (e.g., de-humanizing anti-immigration activities and anti-trans legislation) and the existential crisis facing the environment, re-imagining our identity and work in and among local and global communities is important in ensuring the thriving of the planet, communities, and vulnerable individuals. Peter is grateful to be considered as a candidate for the UUA Commission on Appraisal.

## Candidates for Election

### Commission on Appraisal (1-year term; vote for two)

#### Julie Romero



Julie Romero (she/her) is a lifelong Unitarian Universalist and the daughter of a UU minister. She has been a member of Westminster Unitarian Church for over thirty years. Over the years, she has served as a Religious Education Coordinator, volunteer at Star Island, member of the Continental Youth Adult Committee, and active in Liberal Religious Youth. She works as an Occupational Therapy provider in schools and advocates for her students, community members, and her own family to have improved access to the world.

#### Lincoln Statler



Lincoln is a Unitarian Universalist Commissioned Lay Minister, Clinical Chaplain, and an unapologetic evangelist for a fiercely inclusive faith. Armed with a Master of Arts in Social Change (MASC), and a Certificate in UU Studies from Starr King School for the Ministry, plus four units of Clinical Pastoral Education (CPE), he brings profound theological grounding to his clinical chaplaincy work. As President of the Unitarian Universalist Society for Community Ministries (UUSCM), Lincoln champions community-based ministries, especially Lay Community Ministries. This drive fuels his latest grassroots initiative in West Philadelphia: the All Souls Food Sanctuary and Center. Here, he is cultivating a UU Community Garden and actively fundraising to launch a neighborhood “Free Fridge,” building a tangible hub for mutual aid, nourishment, and Leftist solidarity. Lincoln’s ministry is deeply inspired by the DIY (do it yourself) ethos of the alternative and punk rock scenes — proving that collective care, like good music, demands authentic passion, bold action, and joyful noise. When not reimagining institutional structures, Lincoln is at home with his husband of twelve years, navigating the delightful chaos of their four dogs and one cat. He leads with professional grace, a heavy dose of whimsy, and an unwavering commitment to collective liberation.

### Nominating Committee (3-year term; vote for three)

#### Rev. Viola Abbitt



Rev. Viola Abbitt (she/they), who has been a UU since 2002, is currently seeking a second term as a member of the Nominating Committee. She has great faith in Unitarian Universalism and believes in its potential as a driving force in making a positive change in the world. She believes this depends not only upon those Unitarian Universalists who live out their values, but also upon those who serve the denomination in various capacities. She has served as the settled minister at Coastal Virginia Unitarian Universalists in Virginia Beach, VA since August of 2020. Before that she served as the half-time minister for two Unitarian Universalist congregations in New York State, the Unitarian Universalist Fellowship of Poughkeepsie and the First Unitarian Society of Westchester. She is an Advocate in the UUA’s Office of Ethics and Safety and a Good Officer with the Unitarian Universalist Ministers Association. She previously served on the Journey Toward Wholeness Transformation Committee. Her interest in challenging and dismantling systems of oppression and seeking justice and fairness is what led her there and is what continues to inform her ministry. Prior to ministry, Rev. Viola was the Director of the Office of the Ombudsman in New York State where she managed a program responsible for advocating for the rights of incarcerated youth. Rev. Viola received an MDiv from Meadville Lombard Theological School, a JD from Fordham University School of Law, an MSLS from Long Island University and a BA from Binghamton University.

## Nominating Committee (3-year term; vote for three)

### Sunnie Palmer



Sunnie Palmer (she/they) has served as a lay leader at Denton UU Fellowship in Denton, TX, in various roles, including on the Board of Trustees and Stewardship and Worship teams. She has also served on the Board of North Texas UU Congregations. Sunnie enjoys exchanging ideas and resources for worship and religious education with other small congregations. She is a licensed clinical social worker who loves working with neurodivergent children, teens, and adults, and spending time with her three kids.

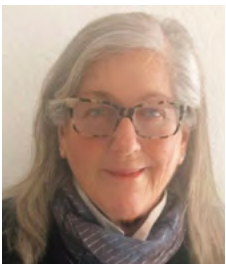
### Claire Sexton



Claire is a lifelong UU and committed lay leader. Having served as a volunteer on the congregational level, on through district, regional, and association-wide committees since her teen years, Claire looks forward to serving the association through leadership development. In her most recent UU leadership role Claire was the board president of the UU Women's federation from 2017-2022, a transitional time in the UUWF, Unitarian Universalism, and the US. Professionally, Claire has a background in nonprofit and visual arts administration and operates a small business with an environmental focus. Born & raised in Texas, Claire spent 10 years in Brooklyn NY for graduate school & professional opportunities. Back in Texas for just over 10 years, she now resides in Waco with her husband, tween daughter, two dogs and two cats.

## Nominating Committee (1-year term; vote for one)

### Cathy Seggel



Cathy completed serving the First Unitarian Church of Providence as full-time religious educator after 30 years. She has a BS in Nursing from the University of Connecticut, worked as an RN and taught Pediatric Nursing at Rhode Island College. She also earned a Master of Theological Studies degree from Harvard Divinity School. Previous volunteer roles included President of the Unitarian Sunday School Society, member of the GA Program Development Group, and many years of leadership with the Star Island Faith Development Conference. She is a past President of LREDA (Liberal Religious Educators Association). She and Gail Forsyth-Vail recently launched and facilitate the LREDA Life Member Chapter. Cathy served on the most recent UUA Presidential Search Committee. She is currently an adjunct professor of UU Faith Development at Harvard Divinity School. Cathy is honored to have been asked to serve on the Nominating Committee. She lives in Providence, RI with her husband, Norm.

### Presidential Search Committee (5-year term; vote for 5)

#### Rev. Dr. Madelyn Campbell



The face of religion in America is changing rapidly. We need to be proactive in meeting the needs of current Unitarian Universalists, as well as those who haven't found us yet. So our next President will need to be someone who is able to meet that challenge. Rev. Dr. Madelyn Campbell has the skills and experience that will complement the team that searches for the next presidential candidates. She has served as a commissioner on the Commission on Appraisal. In this role she's done research into what challenges Unitarian Universalism is facing now as well as what challenges we've faced in the past (and how we've addressed them). She's also served as a member of the Joseph Priestley District

Board during the transition to regionalization and the dissolution of the district. She is an Accredited Interim Minister and has helped congregations in the search process to understand what they need in a minister. This is how she'd like to serve our Association next.

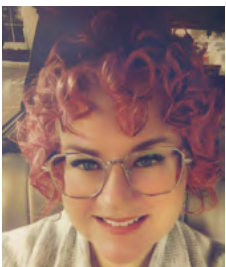
#### Ben Gabel



Ben Gabel lives in Pontiac, MI with his husband and two yellow labradors. He first experienced national Unitarian Universalism with his involvement with the Diverse Revolutionary UU Multicultural Ministries (DRUUMM) Youth and Young Adults caucus. Ben has served in volunteer UU leadership roles since 2012, including the DRUUMM Steering Committee, GA Right Relationship Team, Co-Chair of the Journey Toward Wholeness Transformation Committee, Co-President of the UU Society for Community Ministries, and most recently as the Co-Chair of the UUA Nominating Committee. He is also currently an Advocate in the Ministerial Fellowship Committee (MFC) complaint

process. All these various roles have given him the opportunity to engage in many different areas and with a diversity of constituencies within our Unitarian Universalism faith movement. Professionally, Ben has served as a Congregational Administrator in an Executive Ministry Team role at the Northwest Unitarian Universalist Church in Southfield, MI. He also has professional programming experience as a Director of Social Justice and Outreach at the Birmingham Unitarian Church in Bloomfield Hills, MI. Ben demonstrates shared ministry and consensus building. We are a faith based on covenants and holding each other in right relationships rooted in our values centered in love. When we are co-conspirators in our work together, we are then able to fully show up as ourselves and to live into collective liberation.

#### Lynette Millett



Lynette Millett would welcome serving on the UUA Presidential Search Committee. After years of congregational lay leadership and attending several General Assemblies — including as a delegate for the landmark Article II vote — she looks forward to the opportunity to contribute to Unitarian Universalism at the denominational level. She is a member of the Unitarian Universalist Congregation of Fairfax in Oakton, VA. Lynette believes one of the most vital dimensions of the UUA's work and presidency right now is public witness. Helping to discern the next leader to carry that prophetic voice forward feels like consequential, meaningful work. Her congregational experience has been

substantive. Among other things, she served as board chair of a 300-member congregation during: the pandemic, a senior minister resignation, interim and settled search processes, and a major construction project. Professionally, she spent 25 years working on science and technology policy in Washington D.C., managing distributed multidisciplinary teams of national experts, leading evaluation strategy, and navigating the dynamics of strategic advisory groups without direct authority over their stakeholders — a scenario familiar to anyone who knows our congregations and the UUA. Theologically, she is shaped by Universalism, a deepening commitment to and exploration of relationality and covenant, and engagement with abolition as a genuinely theological framework. She endeavors to bring both humility and seriousness to the ongoing work of understanding and countering systems of oppression and sustaining the democratic process in our Association and society in an anti-democratic time. Lynette would be honored to serve.

## Presidential Search Committee (5-year term; vote for 5)

### Rachel Rott



Rachel Rott (she/they) has been a Unitarian Universalist since 2009. Rachel is a member of the UURISE (Unitarian Universalist Refugee and Immigrant Services and Education) Team, and also works remotely from her home in the San Diego area for First Universalist Church of Minneapolis. At her home congregation, she has worked on three recent search committees. Rachel places a high value on relational processes and brings an orientation toward collective liberation to her work in service of our faith. She welcomes your questions about her candidacy, and thanks you for considering her when you cast your vote.

### Rev. Hannah Villnave



Our shared Unitarian Universalist faith has something urgent and life-saving to offer the world right now. Electing prophetic and practical leadership for this moment is holy, complex work. As a third-generation Unitarian Universalist, Rev. Hannah Villnave has witnessed the plural possibilities of our faith in several communities across a diversity of congregation sizes and regions. Rev. Villnave would bring the breadth and depth of her many years as a lay leader at the local, regional, and Association-wide levels, along with the past nine years of experience as an ordained minister serving local congregations, to the work of identifying the best candidates for the role of UUA President. In particular, she brings a well-honed sense of how to maintain connection with a diverse set of stakeholders while holding clarity about what is needed next for the thriving of our shared faith. She also brings many years of experience facilitating difficult and conflicted conversations, both within and beyond our movement—especially those that engage the dynamics of privilege and power that move through our systems. She would be honored to serve our Association as a member of the Presidential Search Committee, and would look forward to bringing a spirit of thoughtful discernment and a deep commitment to the confidentiality and care such a process requires.